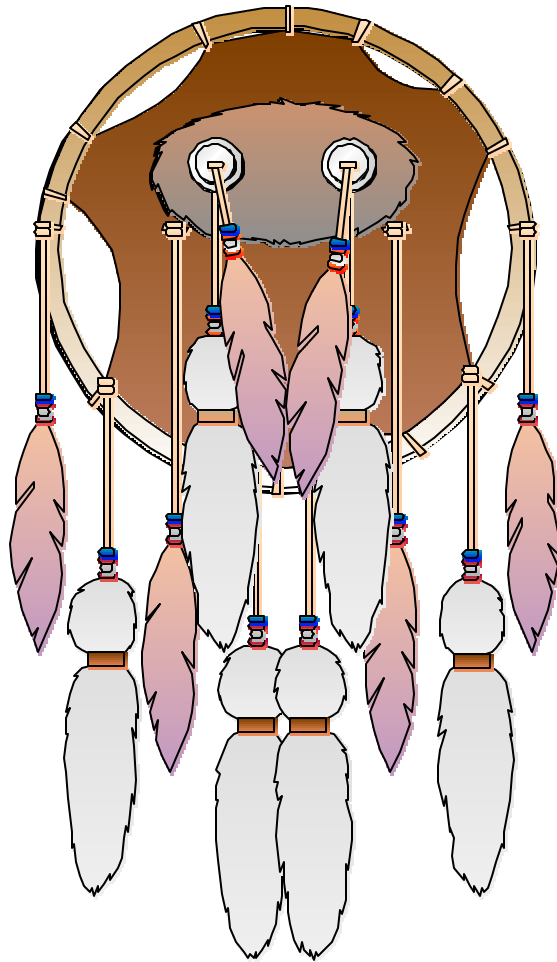




**REGION 5**  
**U. S. ENVIRONMENTAL PROTECTION AGENCY**



**AMERICAN INDIAN PROGRAM**

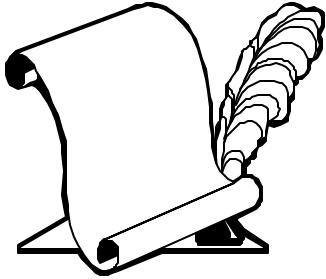
**ANNUAL REPORT**  
**1999**

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## EXECUTIVE SUMMARY - DARLENE FUNCHES, REGION V AMERICAN INDIAN EMPLOYMENT PROGRAM MANAGER

*From the Manager's Desk*



The American Indian Program will be moving in the direction of Recruitment and Retaining American Indians in the workforce at EPA Nationwide presently and more importantly, in the future? It is extremely important for all American Indians to think about this for our future. In reviewing all of the DAP plans nationwide from the American Indians' constituents we have noticed a troubling consistency. The hiring of American Indians are either very low for none at all in some Regions at U.S. Environmental

Protection Agency (EPA). Some Regions have made a concentrated effort to bring about positive results and have fell short of their goal. We, the American Indian Advisory Council have drafted a memorandum to Anne Good and Carol Browner for review addressing our concerns regarding this particular issue. The other important issue connected with recruitment is the retaining of the American Indian once you've hired them. We fall short on succeeding here also. The American Indian who comes to work at EPA will become easily discouraged and disillusioned in regards to working for the government. Therefore, when they finally think there is no solution to their dilemma, they would rather go and work for the Tribes.

It is my belief and heartfelt wish that if an employee is performing their duties at or above to the best of their ability, they should not have to endure undesirable conflict, unnecessary badgering, derogatory comments or treated in a disrespectful manner because of race, creed, color, sex or religion. We come to work to be paid for our services (*services rendered – monies tendered*). Everyone has periods when stress levels reach an all time high during special conferences, congressional hearings, etc. and things tend to get somewhat hectic – but when all is well and done. We should get together and thank everyone involved on the assignment -- be happy that everything has fallen into place (*deadlines met – goals set*) and apologize for our short tempers and fuses during the crises. These small things are just reminders to us that we are all human beings. We live – work – make mistakes.

*Darlene Funches, AIEP Manager*

## RECRUITMENT PLANS - MICKEY HARTNETT, NAT'L. CHAIR OF THE AMERICAN INDIAN ADVISORY COUNCIL

Below you will find a draft copy of the memorandum from the American Indian Advisory Council to Anne Goode, Director of the Office of Civil Rights.

SUBJECT: Plan for ARecruiting, Hiring and Retaining American Indians at EPA @

FROM: Mickey Hartnett, Chair,  
EPA National American Indian Advisory Council

TO: Ann E. Goode, Director, Office of Civil Rights  
EPA Headquarters

In behalf of the National EPA American Indian Advisory Council (AIAC) I would like to submit to you plan for ARecruiting, Hiring and Retaining American Indians at EPA@. According to the Agency's Affirmative Employment Plan, American Indians are an under represented minority group in the Agency, particularly at the professional level. Present recruitment efforts are not producing a sufficient number of American Indian applicants. EPA has no formal recruitment and hiring strategy or plan of action targeting American Indians. In addition, there are no resources provided for a national recruitment effort.

In order to meet EPA's Equal Employment Office (EEO) Affirmative Employment Plan (AEP) goals for American Indian employees, the Regional Diversity Action Plan goals as well as the appropriate objectives and sub-objectives of EPA's Strategic Plan to meet the requirements of the Government Performance and Reporting Act (GPRA), EPA must implement changes in it's current recruitment, hiring and retention practices . In addition, a unique aspect relevant only to American Indians, the Agency must meet it's Trust responsibilities for Tribal lands and establish meaningful government-to-government relationships with Tribal governments. In order to accomplish these objectives EPA managers must be willing to make commitments to seek out a pool of qualified American Indian applicants and, if a qualified applicant is hired, make efforts to retain them. Therefore it is proposed that the actions listed in this document be taken to accomplish these Agency objectives.

The EPA is always in need of bright new engineers and scientists as well as other professions and disciplines. This hiring plan is also intended to ensure that American Indians are recruited as a potential source of new employees for all EPA programs, not just those dealing with Tribes and Indian issues. It is the intent of the National EPA AIAC that this plan be a living document that will be reviewed on a regular basis and updated and revised as needed.

The National AIAC would like to begin implementation of this Plan in FY-99. It is our intent to hold a mid-year National council meeting to prioritize the action items in the Plan and start implementation of specific tasks.

We also intend to share this Plan with the other special emphasis programs and identify those action items that we have in common. We seek your support in this effort. If you have questions please contact me at (404) 562-8661 or Edna Paisano, National American Indian Program Manager, Office of Civil Rights at 260-3084.

cc: Edna Paisano, OCR, AI-NSEPM  
Kathy Gorospe, Director, AIEO  
Marlene Regelski, AIEO  
National AIAC

# AMERICAN INDIAN ADVISORY COUNCIL'S - CHARTER AND BY-LAWS

## U.S. ENVIRONMENTAL PROTECTION AGENCY AMERICAN INDIAN ADVISORY COUNCIL

### CHARTER AND BYLAWS ADOPTED:

## CHARTER



#### ARTICLE I NAME

The name of this organization shall be the U.S. Environmental Protection Agency (EPA) American Indian Advisory Council (AIAC).

#### ARTICLE II PURPOSE

The purpose of the AIAC is to serve as an advisory group to the Administrator of the U.S. Environmental Protection Agency through the Director, Office of Civil Rights. The AIAC shall recommend actions that address the concerns of American Indians in the EPA workforce and, where applicable, promote the interests of the Indigenous Nations. However, the AIAC will in no way represent Indian Tribes individually or collectively.

#### ARTICLE III OBJECTIVES

The objectives of AIAC shall be:

**Section 1.** To assist the U.S. Environmental Protection Agency in promoting a culturally sensitive work environment and achieving an effective and equitable representation of American Indians in the work force through aggressive recruitment, hiring, development, and promotion activities.

**Section 2.** To promote an understanding and awareness of the American Indian culture and of those elements that are consistent with the EPA mission.

**Section 3.** To promote a better understanding of employment- related problems of American Indians in order to seek solutions to remedy specific problems in EPA.

**Section 4.** To facilitate effective communication and goodwill between American Indians and other individuals in EPA, and the community in general.

**Section 5.** To promote the career development and advancement of American Indians in EPA through the sponsorship of workshops, seminars, and similar programs.

**Section 6.** To ensure that EPA's programs and activities are open and available to all American Indians.



## ARTICLE IV ORGANIZATIONAL POLICIES

**Section 1.** AIAC shall be an official Special Emphasis Program Council organization sponsored by the Office of Civil Rights; its activities will be funded by the Office of Civil Rights and other EPA offices.

**Section 2.** AIAC shall not discriminate against any person on the basis of race, color, religion, sex, national origin, age, or handicap.

**Section 3.** AIAC will organize and conduct activities of common interest to its constituency and the Office of Civil Rights.



## ARTICLE V MEMBERSHIP

**Section 1.** All EPA employees, including American Indians, who support the purpose and objectives of the AIAC shall serve as voting members of this Council.

**Section 2.** The Office of Civil Rights, the Office of Federal Activities, the Office of Environmental Equity, the Office of State/Local Relations, and the Regional Offices shall designate representatives to serve as ex-officio (non-voting) members of the Council.

**Section 3.** To maintain AIAC membership, each member shall attend two AIAC meetings per quarter. Members may attend AIAC meetings by conference call.

## ARTICLE VI OFFICERS

**Section 1.** The officers of AIAC shall be the Chairperson, Vice Chairperson, and Recording Secretary.

**Section 2.** Only voting members are eligible to hold office.

## ARTICLE VII EXECUTIVE BOARD

**Section 1.** The Executive Board shall consist of the elected officers.

## ARTICLE VIII ELECTION OF OFFICERS AND DISSOLUTION

**Section 1.** Officers shall be elected by the voting members. The term of each office shall not exceed two years.

**Section 2.** The AIAC shall be dissolved only upon approval of the EPA Administrator and by ballot of not less than two-thirds (2/3) of the membership.

APPROVED:  (Signed) \_\_\_\_\_

February 3, 1994  
Date

Dan J. Rondeau  
Director Office of Civil Rights

APPROVED:  (Signed) \_\_\_\_\_

March 14, 1994  
Date

Carol M. Browner  
Administrator  
U.S. Environmental Protection Agency

# BYLAWS

## ARTICLE I VOTING

All voting members of the AIAC shall have the right to vote upon any proposition. Voting members may select a proxy if unable to attend or otherwise participate in an AIAC meeting.

## ARTICLE II OFFICERS CHAIRPERSON



### **Section 1.** The Chairperson shall:

- a. Prepare an agenda and preside at the meetings of the AIAC.
- b. Serve as the official representative and spokesperson for AIAC.
- c. Appoint committee chairpersons and act as an ex-officio member of all committees.
- d. Sign and execute AIAC correspondence as voted upon by the membership.
- e. Discuss AIAC program initiatives with the OCR director prior to implementation.

## VICE CHAIRPERSON

### **Section 2.** The Vice Chairperson shall:

- a. Keep AIAC members informed of current activities with respect to issues concerning American Indians.
- b. Advise and assist the Chairperson in the execution of the Chairperson's responsibilities.
- c. Function as the Chairperson of AIAC at the request, absence, or resignation of the Chairperson.

## RECORDING SECRETARY

### **Section 3.** The Recording Secretary shall:

- a. Keep minutes of all regular and special meetings.
- b. Maintain all official correspondence and documents of AIAC.
- c. Notify the membership of all meetings and functions.
- d. Circulate the minutes, agendas, and other pertinent documents.
- e. Maintain proxy register for meetings.

## ARTICLE III COMMITTEES

**Section 1.** Consistent with Article III, the AIAC may establish such committees as the membership deems necessary.

**Section 2.** Committee Chairpersons shall coordinate committee functions, notify the Chairperson in advance of scheduled committee meetings, and appoint members to their respective committees from the AIAC membership.

**Section 3.** Ad hoc committees may be established by the Chairperson to promote and advance the purpose and objectives of AIAC at the recommendation of a simple majority of the membership.



## ARTICLE IV NOMINATION AND ELECTION OF OFFICERS

**Section 1.** All officers shall be elected for a two-year term.

**Section 2.** Following the initial organizing meeting, the Office of Civil Rights shall accept nominations at least two (2) months prior to the annual election and present a slate of candidates to the membership.

**Section 3.** All voting members are eligible to be nominated for office. Nominees must provide their consent in writing.

**Section 4.** Elections shall be by written ballot. The votes shall be taken and counted in the following sequence: Chairperson, Vice Chairperson, Recording Secretary.

**Section 5.** Any member may nominate someone for office by sending names to the Office of Civil Rights. However, only voting members may elect officers.

### Special Elections

**Section 6.** Special elections -- Within 30 calendar days after an elected office becomes vacant, the Office of Civil Rights will conduct a special election to fill the expired term of office. Nominations will be accepted from any members, provided the consent of the nominee has been secured. An election by ballot shall be held at the next regular meeting. A majority vote of those members present shall constitute an election.

## ARTICLE V MEETINGS

**Section 1.** The regular meeting of AIAC shall be held at 12:00 noon on the third Wednesday of each month at a place designated by the Chairperson; however, when that date falls on a holiday, the meeting shall take place on the following workday. Members and observers in the Regional Offices may participate by conference call.

**Section 2.** The Chairperson shall establish time and place for the regular meeting whenever conflicts arise. The Chairperson shall give notice, through the Secretary, of the time, date, and place of each regular meeting. The agenda shall be included in the notice as well as any items of unusual importance.

**Section 3.** Officers and committee chairpersons shall so notify the Chairperson when they are unable to attend a regular meeting.

**Section 4.** A simple majority of all voting members of AIAC shall constitute a quorum authorized to transact any business presented at meetings of AIAC. A quorum may be established through proxy duly approved by the Chairperson.

**Section 5.** Consistent with the charter, meetings will be open and employees are encouraged to attend as observers. Observers may present their views to their respective representatives.

### Special Meetings

**Section 6.** Special meetings may be called by the Chairperson.

### Committee Meetings

**Section 7.** All committee meetings shall be open.



ARTICLE VI  
PARLIAMENTARY AUTHORITY

The rules of parliamentary procedure, as set forth in Robert's Rules of Order, shall govern all meetings of AIAC.. The Chairperson may appoint a representative of the Office of Civil Rights as Parliamentarian.

ARTICLE VII  
ORDER OF BUSINESS

AIAC shall adopt the following Order of Business at its regular meetings:

1. Call to order
2. Reading, correcting, and approval of minutes of the prior meeting
3. Report of the Chairperson
4. Reports of standing committees
5. Reports of special committees
6. Unfinished business
7. New business
8. Announcements
9. Adjournment

In witness whereof the undersigned being elected officers of EPA AIAC have executed this Constitution and Bylaws on the      day of      , 1993.

Signed: \_\_\_\_\_  
AIAC Chairperson

\_\_\_\_\_  
AIAC Secretary

# AMERICAN INDIAN CALENDAR OF EVENTS

## U. S. ENVIRONMENTAL PROTECTION AGENCY

Revised as of **FEBRUARY, 1999**

<b><i>Tribal Calendar of Events</i></b>				
<b>Date</b>	<b>Organization</b>	<b>Activity</b>	<b>Location</b>	<b>Contact Person</b>
<b>February 1999</b>				
1-5	Office of Small & Disadvantaged Business Utilization	EPA/State/Tribal Annual MBE/WBE Conference	Hilton Hotel in Albuquerque, NM	Katheryn Maddox (202) 260-5097 or Elaine Rice (202) 260-4899
6-12	AIHEC	American Indian Higher Education Consortium (AIHEC) Winter Conference	Holiday Inn on the Hill Washington, DC	AIHEC (703) 838-0400 <a href="mailto:aihec@aihec.org">aihec@aihec.org</a>
8-9	Region 8	Tribal Grants Training	Denver, CO	Sadie Hoskie (303) 312-6343
8-10	ATNI	Affiliated Tribes of Northwest Indians (ATNI) Winter Conference	Jantzen Beach Doubletree Portland, OR	ATNI (503) 241-0070
10-12	Region 10	Affiliated Tribes of Northwest Indians - Winter Conference	Portland, OR	<a href="mailto:tribes@spiritone.com">tribes@spiritone.com</a> (503) 241-0070
11	OPPE	Tribal Watershed/Community-Based Environmental Protection (part of 3 day conference)	Skamania Lodge, WA	Rodges Ankrach (202) 260-9840
16-19	AIEO	TOC/Senior Indian Program Managers' Meeting	Washington, DC	Theresa Fleming-Blue (202) 260-3986 Richard Regan (202) 260-1008
17-21	UNITY	United National Indian Tribal Youth (UNITY) Mid-Year Conference	Howard Johnson National Airport Hotel, Arlington, VA	UNITY (405) 236-2800 <a href="mailto:unity@unityinc.org">unity@unityinc.org</a> , <a href="http://www.unityinc.org">http://www.unityinc.org</a>
<b>March 1999</b>				
5-6	AISES and Indian Resources Development (IRD), New Mexico State University	1999 National American Indian Science & Engineering Fair	Albuquerque, NM	Karen Yamamoto (AISES) (303) 939-0023, x 18 or email: <a href="mailto:kareny@aises.org">kareny@aises.org</a> ; or Karen Gomez (IRD) (505) 646-7740 or email: <a href="mailto:kgomez@nmsu.edu">kgomez@nmsu.edu</a>
7-10	NIEA	National Indian Education Association (NIEA) 1999 Indian Education Legislative Impact Week	Holiday Inn on the Hill, Washington, DC	NIEA (703) 838-2870 <a href="mailto:niea@mindspring.com">niea@mindspring.com</a> <a href="http://www.niea.org">http://www.niea.org</a>
	Region 7	Compliance Assistance Tribal Workshop for Regions 6 and 7 Tribes	Haskel Indian University Lawrence, KS	March Runner (913) 551-5355
8-12	Region 6	RCRA Inspection Workshop for Tribes	Santa Fe, NM	Stephanie Johnson (214) 665-2773

<b><i>Tribal Calendar of Events</i></b>				
<b>Date</b>	<b>Organization</b>	<b>Activity</b>	<b>Location</b>	<b>Contact Person</b>
16-19	Region 8	Regional Operations Committee Meeting	Denver, CO	Judy Caribou Hervig (303) 312-6290
17-18	Region 8	Tribal Leaders Summit	Denver, CO	Jean Bellile (303) 312-6291
<b>April 1999</b>				
	BIA/OIE	BIA Office of Indian Education 2 <sup>nd</sup> Technology Conference	Sherman Indian High School, Riverside, CA	BIA/OIE (202) 208-6175
12-15	Intertribal Timber Council, Inc.	23 <sup>rd</sup> Annual National Timber	Ka-nee-Ta Lodge,	ITC Warm Springs, OR Symposium (ITC) (505) 283-4246
24-28	American Planning Association	National Planning Conference	Washington Trade/Convention Center, Seattle, WA	<b>NOTE:</b> 6 sessions on tribal environmental planning with limited scholarships for tribal planners or tribal members - <a href="#">deadline 2/26/99</a> Contact: (312) 786-6705
26-28	IHS	Indian Health Service (IHS) 11 <sup>th</sup> Annual Research Conference	Albuquerque, NM	Linda Arviso-Miller (505) 248-4142
<b>May 1999</b>				
4-7	Region 1	New England Indian Environmental Conference	Bar Harbor, ME	Valarie Ferry (617) 918-1674
18-20	Confederated Tribes of Siletz	1999 North Education Summit	Chinook Winds Hotel, Lincoln City, OR	Beverly Youngman (541)-444-8290 or 1-800-922-1399
18-20	National Tribal Environmental Council, Inc. (NTEC) and Yurok Tribe	NTEC Annual Conference - Theme: "Honor Thy Mother: Protect Her Future"	Eureka, CA	NTEC (505) 242-2175
24-27	ATNI	Mid-Year Conference	Spirit Mountain Hotel, Grand Ronde, OR	ATNI (503) 241-0070
24-27	OPPTS and OSWER	National Community Involvement Conference	Kansas City, KS	Hedi Paulson
25-28	Region 1	National NAF&WS Meeting	Mashantucket, CT	Valarie Ferry (617) 918-1674
25-28	Blackfeet Nation & Browning Public Schools	24 <sup>th</sup> Northwest Indian Youth Conference	Browning, MT	Leon Rattler (406) 338-2715 or email at: <a href="mailto:leonr@bps.k12.mt.us">leonr@bps.k12.mt.us</a> Or Lola wippert (406) 338-5411
<b>June 1999</b>				
6-9	Council for Tribal Employment Rights (CTER)	22 <sup>nd</sup> Annual Convention	Mystic Lake Casino & Resort, Prior Lake, MN	CTER (253) 839-1200
23-24	Region 8 Host: Wind River Indian Reservation	Regional Operations Committee Meeting	Ft. Washakie, WY	Judy Caribou Hervig (303) 312-6290
25-29	UNITY	National Conference	Hyatt Regency Tech Center, Denver, CO	UNITY (405) 236-2800 <a href="mailto:unity@unityinc.org">unity@unityinc.org</a> <a href="http://www.unity.org">http://www.unity.org</a>

<b><i>Tribal Calendar of Events</i></b>				
<b>Date</b>	<b>Organization</b>	<b>Activity</b>	<b>Location</b>	<b>Contact Person</b>
<b>July 1999</b>				
20-23	National Congress of American Indians (NCAI)	Mid-Year Session	Vancouver Convention Center, Vancouver, British Columbia	NCAI 202-466-7767
<b>September 1999</b>				
	Region 6	Annual Tribal Environmental Summit	Albuquerque, NM	Ellen Greeney 214-665-6778
20-23	ATNI	Annual Conference	Pocatello, ID	ATNI 503-241-0070
<b>October 1999</b>				
3-8	NCAI	56 <sup>th</sup> Annual Session	Wyndam Hotels, Palm Springs, CA	NCAI (202) 466-7767 <a href="http://www.ncai.org">http://www.ncai.org</a>
7-10	Society for Advancement of Chicanos and Native Americans in Science (SACNAS)	National Conference	Portland, OR	SCNAS (831) 459-0170
17-20	NIEA	Annual Convention	Myraid Convention Center, Oklahoma City, OK	NIEA (703) 838-2870
20-21	Region 8 Host: Paiute Tribes of Utah	Regional Operations Committee Meeting	St. George, UT	Judy Caribou Hervig (303) 312-6290
<b>November 1999</b>				
5	Region 10	Tribal Environmental Management Conference	Region 10 TBA	Evelyn Holtzendorf (206) 553-4011
17-18	AISES	AISES Professional Development Seminars	Minneapolis, MN	AISES (303) 939-0023
18-20	AISES	21 <sup>st</sup> Annual National Conference	Minneapolis, MN	AISES (303) 939-0023

**NOTE:**

Periodically, the calendar will be updated. Any changes, please contact Alan Moomaw, R10, (360) 753-9082 (for Regional input) and Clara Mickles, AIEO (202) 260-7519 (for HQ's input).

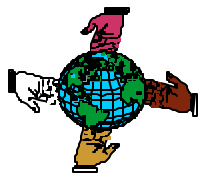
# AMERICAN INDIAN SEPM NATIONAL LIST



OFFICE	NAME	TELEPHONE	FAX	MAIL CODE
AO	Kelly A. Chick	202/260-4965	202/260-0790	1704
OARM	Vacant			
OAR	Jerome King	202/260-6373	202/260-8509	6101
OECA	Shana Arnold	202/564-4039	202/564-0035	2245A
OCFO	Ashley Owens	202/260-5964	202/260-3659	2723
OGC	Vacant			
OIG	Roland Cyr	202/260-8591	202/260-1398	2422
OIA	Vacant			
OP	Sharon Payne	202/260-4560	202/260-8688	2192
OPPTS/OPP	Sheryl Reilly	703/308-8265	703/308-7026	7511C
OPPTS/OPPT	Vacant			
ORD	Jason Edwards	202/564-6906	202/565-2448	8723R
ORD	Evelyn Wray	202/564-6811	202/565-2431	8101R
OSWER	Vacant			
OW	Vacant			
REG I	James Sappier	617/918-1672	617/918-1505	
REG II	Janice Whitney*	212/637-3790	212/637-3772	
REG III	Vacant			
REG IV	Mickey Hartnett	404/562-8661	404/562-8628	
REG V	Darlene Funches	312/353-8024	312/353-2018	G-17J
REG VI	Diana Sturges	214/665-7318	214/665-6689	
	ChesTeena Wilson-Hullum	214/665-7216	214/665-6762	
REG VII	Kim Olson	913/551-7539	913/551-7535	
REG VIII	Claudia Mitchell	303/312-6238	303/312-6409	8ENF-T
REG IX	Gilbert Pasqua	415/744-1595	415/744-1678	
REG X	Alan Moomaw	206/553-1603	206/553-6647	
	Linda Huber	206/553-6650	206/553-0165	
CIN	Renaë Cochran	580/436-8517	580/436-8529	
LV	Vacant			
RTP	Larry L. Hall	919/541-2774	919/541-5394	
AA	Vacant			
NAIEPM	Edna L. Paisano	202/260-3084	202/260-4580	1201
NAIAC	Mickey Hartnett	404/562-8661	404/562-8628	
	Bernadette Tsosie	406/441-1140	406/441-1125	
	Robin Slate	360/753-9082	360/753-8080	

**\*Janice Whitney is designated to work on recruitment efforts only.**

## UNITY DAY PROGRAM - *DARLENE FUNCHES*



### Unity Day - 2<sup>nd</sup> Anniversary

Unity Day Awards ceremony was held on November 12, 1998, by the Office of Civil Rights and the six Special Emphasis Programs in Region 5. The keynote speaker was Maria Mercedes Olivieri, National Manager, Hispanic Employment Program. Maria Mercedes Olivieri spoke on cultural diversity and being sensitive to the different cultures within our workforce. The awards honored individuals as well as supervisors who have provided exceptional support to the six Special Emphasis Programs. The Office of Regional Counsel was nominated for the Award for their outstanding effort and contributions toward increasing the numbers of American Indians here in Region V. I also designed the LOGO, posters and banner for the Unity Day celebration.

## ADOPT-A-SCHOOL PROGRAM - *DARLENE FUNCHES*

### Audubon School - K-8th Grade

The school year, August 1998 to June 1999 marks the second year of the partnership between the American Indian Employment Program (AIEP), EPA-Region V and Audubon. Audubon is the only school in the Chicago Public School District with an American Indian Program. It is located on the North side of Chicago (Addison and Hoyne). Between the 2400 - 4600 North and Broadway and Western block areas West you will notice a high population of American Indians living there. 85-95% of their children will or has attended Audubon. The purpose of this partnership is to encourage the students to stay in school, take classes in science, mathematics, and technology, especially computer and teach them about the environmental issues of the day. These children are very familiar with environmental issues for they have learned at an early age and through storytelling through their Elders about the importance of protecting Mother Earth. American Indians are often quoted as being the original environmentalist of the United States. We give great appreciation to what Mother Earth has to offer. All of our resources to nourish the body (food, clothing and shelter) are provided by her.



Renee Delacruz runs the American Indian Program at Audubon. Our priority for the past two years was to upgrade the skills and knowledge of the children through Information Technology and its resources. I began a campaign of acquiring excess equipment from EPA, GSA, HUD in order to embark on a new wave of learning techniques. I was successful in obtaining some of the necessary tools to start us on our journey. I hope to be able to acquire more necessary tools so that we can keep up with growing technology as well as with our growing children.

# **MENTORING, TRAINING, DIVERSITY ACTION PLAN, AND A SPECIAL THANKS (NEWS) - AIAC**

## **MENTORING**

*The American Indian Advisory Council started a mentoring program two years ago. The Regional and National SEPMs were matched with American Indian students through the American Indian Science and Engineering Society (AISES). We conducted phone interviews with students and potential mentors determining a suitable match. This gave us an opportunity to work with other Indians from different tribes. The AIAC, on rare occasion met with their mentees at the annual AISES conference held in the fall of each year.*

## **TRAINING**

*My being located here in Region V gave me the rare opportunity to mentor and give training at the American Indian Health Services and the American Indian Youth Center on the North side of Chicago. Once every two-weeks I gave computer lessons in order to establish their skills as well as their potential to work outside the Indian community; and, how to complete Federal Employment Application Form SF-171 and 612 in order to increase their chances of gaining employment in the Federal Government. At GLNPO, Pranas Pranckevicius and I gave a group of young Indian students a tour of the Batcave (Computer Training Room) in the Great Lakes National Program Office (GLNPO) and let the student perform exercises in Internet access and maneuver between various software applications.*

## **DIVERSITY ACTION PLAN**

*AIAC's main focus is to continue developing a recruitment, Hiring and Retention Plan for American Indians at EPA. Present recruitment efforts are not producing a sufficient number of American Indian applicants. EPA has no formal recruitment and hiring strategy or plan of action targeting American Indians. In addition, there are no resources provided for a national recruitment effort. In order to meet EPA's Equal Employment Office (EEO) Affirmative Employment Plan (AEP) goals for American Indian employees, the Regional Diversity Action Plan goals as well as the appropriate objectives and sub-objectives of EPA's Strategic Plan to meet the requirements of the Government Performance and Reporting Act (GPRA), EPA must implement changes in it's current recruitment, hiring and retention practices. In addition, a unique aspect relevant only to American Indians, the Agency must meet it's Trust responsibilities for Tribal lands and establish meaningful government-to-government relationships with Tribal governments. Please see page two for the Draft memorandum. (For more details and information, please return to page 2)*

## **SPECIAL THANKS**

**CONGRATULATIONS To *Betty Campbell*, of the Cherokee Nation of American Indians and works in the accounting Department for her 30 years of service to EPA. Betty is considered an Elder and I am honored to have her acquaintance. She is appreciated among her peers for her diligence, tolerance and patience .**

## **OUTREACH - DARLENE FUNCHES**

***During 1998-1999 I was involved in a lot of outreach work. Listed below are just a few of the outreach projects I participated in:***

- Recruitment Initiative at U.I.C.***
- The Chicago River Student Congress (Web site access demonstration)***
- Citywide Science Fair (Judge of Earth Science Reports)***
- Chemical Industrial Council of IL Career Conference (Display-Demonstration)***
- FEB (Layout and Design of Logo for Buttons)***
- Unity Day (Layout and Design of Banners, Posters, Certificates and Bookmarks)***
- Earth Day (Layout and Design of Posters, Bookmarks, Display)***
- Regional Award Ceremony GOAL 6: (Layout and Design of Banners, Posters, etc.)***
- Computer software training at the American Indian Center twice a month in 1998***

## **AMERICAN INDIAN HERITAGE MONTH - DARLENE FUNCHES**

***During the month of November, EPA's Native American Employment Program Manager *Darlene Funches*, along with other staff members of EPA, *Patti Krause* and *Don Deblasio*; and Contractor for EPA, *Karen Swanson*; The American Indian Program staff from the Department of Housing and Urban Development (HUD) *Mary White*, *Rena Bell*, and *Denise Tucker*; and U.S. Economic Development Administration (U.S. EDA) *Bill Garfield* all collaborated to celebrate the American Indian Heritage Month. Our opening ceremony and kick-off celebration was held in the Lobby of the Metcalfe Federal Building, 77 West Jackson Blvd., Chicago, IL 60604. The opening ceremony with remarks by: *Rosanna A. Marquez*, Secretary's Representative, U.S. HUD Midwest Office; *E. Robert Sawyer*, Regional Director of U.S. EDA; *JODI TRAUB*, acting Deputy Regional Administrator of U.S. EPA; and keynote speaker *Ben Hinman*, Executive Secretary, Saginaw-Chippewa Tribal Council.***

***November 2 - 30, 1999: during business day, Metcalfe Bldg., Lobby Display, "Forestry at the Menominee Reservation, from "Menominee Tribal Enterprises, the Menominee Nation, Neopit, WI.***

***November 2 - 30, 1999: during business day, Metcalfe Bldg., Lobby, Teepee, courtesy of U.S. HUD.***



***November 5, 1999: Noon, Metcalfe Bldg., 12 Fl., Lake Ontario Room: **Helen Tanner**, author of “Atlas of Great Lakes Indians, “Midwest Indians: A Historical Perspective”***

***November 13, 1999: Noon, Metcalfe Bldg., Lobby, American Indian Dance Troupe. Guest Speaker **Apesannakwat** of the Menominee Nation.***

***November 19, 1999: Noon, Metcalfe Bldg., 12 Fl., Lake Ontario Room: **Joseph Standing Bear Schranz**, President of Midwest SOARRING “ Contemporary Indian Community Life” and **Ivan Dozier**, member, Midwest SOARRING, “The Indian Sacred Plant Program”***

***November 20, 1999: Noon, Metcalfe Bldg., Room 331, American Indian Luncheon was planned and put together by **Darlene Funches**, U.S. EPA and **Mary White** , U.S. HUD. From the design of the posters, banners, brochures and tickets to the planning, cooking and serving.***

***November 30, 1999: Noon, Metcalfe Bldg., 12 Fl., Lake Huron Room: Menominee Tribal Enterprises “Managing the Forests Today for Our Children’s Tomorrow”***